

Message

From: Codrington, Tabitha [Codrington.Tabitha@epa.gov]
Sent: 12/8/2020 5:07:47 PM
To: Orme-Zavaleta, Jennifer [Orme-Zavaleta.Jennifer@epa.gov]; Robbins, Chris [Robbins.Chris@epa.gov]
Subject: RE: URGENT: FW: ORD Spreadsheets
Attachments: Green _ORD_FINAL DRAFT SES FY20 SPREADSHEET.xlsx; 8 _ORD_FINAL DRAFT SES FY20 .xlsx

1st Spreadsheet gets us where we need to be.. had to change % distributions to factor in Ex. 5 Personal Privacy (PP) Jennifer.. had to nickle and dime %age to get us down.

Ex. 5 Deliberative Process (DP)



United States Environmental Protection Agency

Executive Resources Program Manager

Office of Resource Management (ORM), Immediate Office

Office of Research and Development

Mail Code: AA216-02

Research Triangle Park, NC 27709

Phone #: 919-541-3160

Mobile #: 919-236-9698

Feel free to send me a [Microsoft Teams](#) or [Skype](#) message for faster response.

From: Orme-Zavaleta, Jennifer <Orme-Zavaleta.Jennifer@epa.gov>

Sent: Tuesday, December 08, 2020 11:41 AM

To: Robbins, Chris <Robbins.Chris@epa.gov>

Cc: Codrington, Tabitha <Codrington.Tabitha@epa.gov>

Subject: Re: URGENT: FW: ORD Spreadsheets

So who covers the extra cost, us?

Jennifer Orme-Zavaleta, PhD

Principal Deputy Assistant Administrator

Office of Research and Development

US EPA

Office 202-564-6620

Cell. 919-699-1564

Sent from my iPhone

On Dec 8, 2020, at 11:40 AM, Robbins, Chris <Robbins.Chris@epa.gov> wrote:

Ok. Thx!

Sent from my iPhone

On Dec 8, 2020, at 11:39 AM, Codrington, Tabitha <Codrington.Tabitha@epa.gov> wrote:

See Lisa's note below. We will need to give Ex. 5 Personal Privacy (PP) something on our spreadsheet.

The minimum Bonus I can give him is Ex. 3 Deliberative Process (DP) This puts us over by Ex. 5 Deliberative Process (DP)
<image002.png>

I'm playing around with the spreadsheet now.

-Tabitha

<image003.jpg>

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From: Matluk, Lisa <Matluk.Lisa@epa.gov>

Sent: Tuesday, December 08, 2020 10:56 AM

To: Codrington, Tabitha <Codrington.Tabitha@epa.gov>

Cc: Ramsey, Ashley <Ramsey.Ashley@epa.gov>; Pugh-Feaster, Aurelia <Pugh-Feaster.Aurelia@epa.gov>

Subject: RE: ORD Spreadsheets

Hi Tabitha,

All non-career SES members are to be treated as if they are career SES members on the sheet, including shares, pay, and applicable bonus, as their salary contributed to the bonus pool. OHR Executive Resources will back out their pay increases and bonuses as necessary at the end of the process, according to what comes out in the final Executive Schedule.

Thanks,

Lisa Matluk, OHR

(202) 564-2171; Matluk.Lisa@epa.gov

From: Codrington, Tabitha <Codrington.Tabitha@epa.gov>

Sent: Tuesday, December 8, 2020 10:21 AM

To: Matluk, Lisa <Matluk.Lisa@epa.gov>; Pugh-Feaster, Aurelia <Pugh-Feaster.Aurelia@epa.gov>

Cc: Ramsey, Ashley <Ramsey.Ashley@epa.gov>

Subject: ORD Spreadsheets

Hi, Lisa,

I met with Jennifer Orme-Zavaleta (ORD DAA) this morning to finalize our spreadsheet in order to meet the noon submission deadline. One question that we were unable to answer was how do we factor in Ex. 6 Personal Privacy (PP) hon career SES). There was some discussion that he would not be eligible for a bonus bc this is presidential election year. Based on that information, we did not recommend a bonus for him. Is that acceptable at this point?

Thanks,
Tabitha

<image001.jpg>

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